

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

National Park Service:NPS (and below)

For 2nd Quarter 2019 for period ending March 31, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019Thru03-31
	2014	2015	2016	2017	2018	
Number of Complaints Filed	101	85	76	87	97	32
Number of Complainants	100	84	74	87	94	31
Repeat Filers	1	1	2	0	3	1

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019Thru03-31
	2014	2015	2016	2017	2018	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	24	31	22	26	31	7
Color	8	10	9	8	11	4
Religion	7	1	1	2	2	2
Reprisal	49	33	39	34	49	17
Sex	39	26	23	37	32	13
PDA	0	1	1	3	0	0
National Origin	11	12	9	12	9	2
Equal Pay Act	1	1	0	0	0	0

Age	38	26	20	35	23	9
Disability	33	28	28	17	37	10
Genetics	0	0	0	0	0	0
Non-EEO	3	2	2	1	5	2
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2019Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2014	2015	2016	2017	2018	
Appointment/Hire	13	8	20	14	10	2
Assignment of Duties	15	15	8	12	5	2
Awards	1	1	1	3	0	1
Conversion to Full Time/Perm Status	0	0	0	1	0	0
Disciplinary Action						
Demotion	0	1	0	0	0	0
Reprimand	8	7	3	6	2	0
Suspension	3	6	1	3	5	2
Removal	1	1	2	2	6	1
Other	4	0	0	0	0	0
Duty Hours	5	5	0	4	0	0
Perf. Eval./ Appraisal	13	7	8	10	6	5
Examination/Test	0	0	0	2	0	0
Harassment						
Non-Sexual	35	29	32	38	42	12
Sexual	4	6	4	1	3	2
Medical Examination	1	1	1	0	0	1
Pay including overtime	0	3	3	4	0	0
Promotion/Non-Selection	16	19	10	7	17	2
Reassignment						
Denied	1	0	1	0	1	0

Directed	5	3	0	3	5	1
Reasonable Accommodation Disability	6	8	10	4	11	4
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	1	0	2	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	2	0	2	0
Termination	10	4	3	7	5	3
Terms/Conditions of Employment	12	13	7	15	7	2
Time and Attendance	11	5	4	4	3	0
Training	4	2	2	2	1	2
Other						
User Defined - Other 1	4	0	0	1	0	0
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2019Thru03-31
	2014	2015	2016	2017	2018	
Complaints pending during fiscal year						
Average number of days in investigation	254.77	214.90	197.67	184.92	146.95	186.33
Average number of days in final action	387.78	129.68	85.48	53.89	44.86	58.56
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	253.68	225.52	206.91	183.33	154.61	181.07
Average number of days in final action	544.04	85.69	18.00	36.20	31.26	35.33
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	259.90	180.79	191.35	186.03	138.25	195.48

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Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	1	100	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2019Thru03-31	
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		2		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	1	50	0	0	0	0	0	0	0	0
Medical Examination	0	0	1	50	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												

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Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	1	100	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		1		0		0		0		0	

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Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2019Thru03-31						
	2014	2015	2016	2017	2018							
Total complaints from previous Fiscal Years	73	78	82	76	90	148						
Total Complainants	68	74	78	76	89	143						
Number complaints pending												
Investigation	2	0	1	0	0	4						
ROI issued, pending Complainant's action	0	0	0	0	0	8						
Hearing	62	75	75	75	87	122						
Final Agency Action	11	4	7	1	2	15						
Appeal with EEOC Office of Federal Operations	26	30	32	14	16	17						
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data					2019Thru03-31						
	2014	2015	2016	2017	2018							
Pending Complaints Where Investigations Exceed Required Time Frames	0	1	6	0	2	2						